



## Anti-Bullying Policy

Version 2

Date effective from:	<b>May 2016</b>
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## VERSION HISTORY

Version	Date Effective	Changes	Consultation
1	16.10.2014		
2	13.06.2016	Heading Changes	

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## **SECTION 1 – CONTEXT**

### **1.1 Mission Statement**

It is a basic entitlement of all students at Lostock Hall Academy (LHA) that they receive education free from humiliation, oppression and abuse. The whole community must endeavour to enjoy an atmosphere which is caring and protective for everyone, where each individual is valued and respected.

### **1.2 What is Bullying?**

Bullying is "... behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group, either physically or emotionally," (Preventing and Tackling Bullying- DfE 2014).

### **1.3 Bullying can take many forms, these include:**

- Bullying related to race, religion or culture
- Bullying related to special educational needs or a disability
- Bullying related to appearance or health
- Sexual orientation bullying; homophobia, biphobia, transphobia and same sex relationships
- Bullying of young carers or looked after children, or other related home problems
- Sexist or sexual bullying

### **1.4 Cyberbullying (see below)**

Stopping violence and ensuring immediate safety is obviously our school's first priority but emotional bullying can be more damaging than physical; we have to make our own judgements about each specific case.

"The rapid development of, and widespread access to, technology has provided a new medium for 'virtual' bullying, which can occur inside or outside school. Cyber-bullying is a different form of bullying and can happen at all times of the day, with a potentially bigger audience, and more accessories as people forward on content with a click (Preventing and Tackling Bullying- DfE 2014).

### **1.5 Aims of the Policy**

#### **Guiding Principles at School**

- Bullying is completely unacceptable.
- If you are being bullied tell someone.
- If you witness bullying, you have a duty to tell someone.
- People who help stop bullying will be given full support.
- Every reported incident will be investigated.
- Victims will be given full support.
- Bullies will receive the relevant sanctions and be provided with guidance to modify their behaviour.

### **1.6 Prevention:**

- Our school will work together to raise awareness and understanding of all forms of bullying.
- Students will be provided with a variety of opportunities to develop skills for addressing bullying behaviour, through assemblies, the curriculum, peer support systems and projects.
- All staff will be trained to deal with bullying incidents confidently.
- Parents/Carers will be given information on how to discuss their concerns regarding bullying.

**1.7 Young People will be:**

- Regularly asked for their views on the extent and nature of bullying.
- Given the opportunity to discuss their concerns and worries, either to a member of staff or a peer mentor.
- Made aware of the procedures that will be followed and if necessary sanctions that could be applied.
- Encouraged to be involved in contributing to policy.
- Taught to offer support to other young people who may be bullied.

**1.8 Parents and Carers should:**

- Regularly check with their child whether they are OK and look out for signs of bullying.
- Know whom to contact in school if they are worried about bullying.
- Help and support the school's anti-bullying policy.
- Be offered advice and guidance if they are worried about their child.
- Be informed of the school's complaints procedure.

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## **SECTION 2 – PROCEDURE**

### **2.1 Procedures**

Students or parents should be encouraged to report bullying to any trusted adult for example:

- Form Tutor, Progress Leader or Progress Mentor.
- Students will be taken seriously at all times.
- Information will be dealt with sensitively.
- Appropriate action will be taken as soon as possible.
- The member of staff will ensure that the young person is safe.
- Details will be recorded accurately.
- The victim will be kept informed of the school's action.
- The situation will be monitored.
- Parents/Carers will be kept informed where appropriate.
- Appropriate action will be taken. Action could include restorative justice, sanctions in line with the Whole School Behaviour for Learning Policy.

### **2.2 Bullying Outside School Premises**

Head teachers have a specific statutory power to discipline students for poor behaviour outside of the school premises. Section 89 (5) of the Education and Inspections Act 2006 gives Head teachers the power to regulate students' conduct when they are not on school premises and are not under the lawful control or charge of a member of school staff. This can relate to any bullying incident occurring off the school premises, such as on school or public transport, outside the local shops, or in a town or village centre.

Where bullying outside school is reported to school staff, it will be investigated and acted on as appropriate.

### **2.3 Prevention**

LHA actively seeks to prevent bullying from occurring in the first place.

This involves talking to students about associated issues for example, in Thought for the Day, Assemblies and through dedicated events/projects. In addition to this, the issue of bullying is tackled in pre-planned schemes of work that are delivered as part of the PSHE curriculum.

### **2.4 Monitoring and Reviewing**

Our school will review the policy at least every 2 years. The school will use the DfE guidelines and Anti-Bullying Alliance to inform planning.

### **2.5 Responsibilities**

The policy will only work if the whole school community understands the issues related to bullying and takes the appropriate actions to prevent and teach more acceptable behaviour.

School Governors are responsible for monitoring and reviewing the policy.

The Head teacher is responsible for communicating the policy to the school community.

All school staff should be aware of and implement the policy.

Students have a responsibility to follow the policy.

\_\_\_\_\_ Head teacher

*Margaret Scrivens*

\_\_\_\_\_ Chair of Governors

Date: \_\_\_\_\_